

# Intersectionality

## BRIDGING THE IDENTITY GAP

What is your Diversity Formula?

How do you experience privilege and oppression?

How many degrees of separation are you from the 'mythical norm'?

How do you experience invisibility and hypervisibility?

What are some other examples of disproportionality at the intersection? What does the data say?

How do we solve this from an intersectional perspective:

1. Who benefits the most? Who benefits the least?
2. Go deeper! Which intersectional groups are disproportionately affected?
3. What factors (individual or systemic) are producing or perpetuating these inequities?
4. How does this initiative help? How does this initiative hurt?
5. Is there a better way to solve this issue?
6. Who needs to be at the table to help provide a different perspective?

### Additional Resources

Get all the FREE resources you need and more at **[decidediversityuniversity.thinkific.com](https://decidediversityuniversity.thinkific.com)**. Check out this pre-vetted list of resources on the topic of Intersectionality or demonstrating Intersectionality at work! If you need to get up to speed on the topic or if you want a starting point for your Book Club, Employee Resource Group, or leadership team, look no further!

Diversity in Business: The Part We Aren't Talking About <https://www.linkedin.com/pulse/diversity-business-part-we-arent-talking-demetria-miles/>

Washington Post: Why Intersectionality Can't Wait (Kimberle Crenshaw)

[https://www.washingtonpost.com/news/in-theory/wp/2015/09/24/why-intersectionality-cant-wait/?noredirect=on&utm\\_term=.46dddf674095](https://www.washingtonpost.com/news/in-theory/wp/2015/09/24/why-intersectionality-cant-wait/?noredirect=on&utm_term=.46dddf674095)

Deloitte: What if The Road to Inclusion Really Were an Intersection?

<https://www2.deloitte.com/insights/us/en/topics/talent/multidimensional-diversity.html>